Bonneville Power Administration
Fish and Wildlife Program FY99 Proposal

Section 1. General administrative information

Protecting and Restoring Big Canyon Creek Watershed

Bonneville project number, if an ongoing project 9120

Business name of agency, institution or organization requesting funding
Nez Perce Tribal Fisheries/Watershed Management Program

Business acronym (if appropriate) NPT

Proposal contact person or principal investigator:

Name	Ira Jones
Mailing Address	P.O. Box 365
City, ST Zip	Lapwai Id. 83540
Phone	(208) 843-7406
Fax	(208) 843-7322
Email address	Iraj@Nez Perce.Org

Subcontractors.

Organization	Mailing Address	City, ST Zip	Contact Name
Earth Conservation Corps/SalmonCorp at Nez Perce	P.O. box 689	Lapwai, ID 83540	Heidi Stubbers

NPPC Program Measure Number(s) which this project addresses.
SECTION 7.1-ENSURING BIODIVERSITY; SECTION 7.6-HABITAT GOALS, POLICIES, AND OBJECTIVES; SECTION 7.7-COOPERATIVE HABITAT PROTECTION AND IMPROVEMENT WITH PRIVATE LANDOWNERS; SECTION 7.8 IMPLEMENT STATE, FEDERAL AND TRIBAL HABITAT IMPROVEMENTS

NMFS Biological Opinion Number(s) which this project addresses.

The Clearwater and Nez Perce National Forests have completed a biological assessment for activities affecting steelhead trout. The National Marine Fisheries Service is presently

preparing the Biological Opinion, which will be completed in January, 1998

Other planning document references.

BPA, 1997. Watershed Management Program: Final Environment Impact Statement.

Clearwater National Forest and Nez Perce Tribe, 1997. Challenge Cost-Share Agreement between the Clearwater National Forest and the Nez Perce Tribe. Lapwai, ID.

Columbia Basin Fish and Wildlife Authority, 1997. Integrated Watershed Projects: The Process and Criteria for Selecting Watershed Projects for the Columbia Basin Fish and Wildlife Program.

Columbia River Fish and Wildlife Program, 1994. Columbia River Basin Fish and Wildlife Program.

CRITFC, 1995. WY-KAN-USH-MI WA-KISH-WIT, Spirit of the Salmon. Vol.I and II Portland ORE.

Nez Perce Tribe and Idaho Dept. of Fish and Game, 1990. Clearwater River Subbasin Salmon and Steeihead Production Plan. Northwest Power Planning Council and CBFWA. Boise, ID.

Subbasin.

Clearwater Subbasin, Big Canyon Creek Watershed.

Short description.

PROTECTING AND RESTORING THE BIG CANYON CREEK AND WATERSHED WITHIN THE CLEARWATER SUBBASIN IS THE OVERALL GOAL OF THIS PROJECT. WE WILL ACHIEVE THIS WORKING WITHIN AN OVERALL WATERSHED APPROACH, COMPLETING OBJECTIVES IN MANY AREAS OF THE WATERSHED.

Section 2. Key words

Mark	Programmatic Categories	Mark	Activities	Mark	Project Types
X	Anadromous fish	X	Construction	X	Watershed
*	Resident fish		O & M		Biodiversity/genetics
*	Wildlife		Production		Population dynamics
	Oceans/estuaries		Research	*	Ecosystems
	Climate	*	Monitoring/eval.	*	Flow/survival
	Other	*	Resource mgmt		Fish disease
		*	Planning/admin.		Supplementation

_____	Enforcement	*	Wildlife habitat en-
_____	Acquisitions		hancement/restoration

Other keywords.

Section 3. Relationships to other Bonneville projects

Project #	Project title/description	Nature of relationship
83350	NEZ PERCE TRIBAL HATCHERY	WATERSHED PROTECTION AND RESTORATION FOR ANADROMOUS FISH.
970600	NEZ PERCE TRIBE FOCUS WATERSHED PROGRAM	FOCUS PROGRAM IS CO-COORDINATED BETWEEN NPT AND IDAHO STATE.
9608600	IDAHO SOILS CONSERVATION COMMISSION FOCUS WATERSHED PROGRAM	FOCUS PROGRAM IS CO-COORDINATED BETWEEN NPT AND IDAHO STATE.

Section 4. Objectives, tasks and schedules

Objectives and tasks

Obj 1,2,3	Objective	Task a,b,c	Task
1	Stabilize Stream Banks, Produce Fish and Wildlife Cover and Improve Water Temperature Within the Big Canyon Creek Watershed.	a	Coordinate with various involved agencies on riparian protection fence to be built.
		b	Build Riparian Protection Fence.
		c	Operation and maintenance of riparian protection fence
		d	Coordinate with various involved agencies on bank stabilization of high risk stream meander blowouts.
		e	Stabilize Stream meanders
		f	coordinate with various involved agencies on riparian bank and stream re-vegetation.

Objective schedules and costs

	Start Date	End Date	

Objective #	mm/yyyy	mm/yyyy	Cost %
1	5/99	12/99	100

Schedule constraints.

EXISTING SCHEDULES FOR THE 1999 BUDGET YEAR MAY CHANGE DUE TO WEATHER CONDITIONS. ALL ON THE GROUND PROJECTS OCCUR IN MOUNTAINOUS AREAS AT ELEVATION UP TO 5500 FEET ABOVE SEA LEVEL, WHERE UNPREDICTABLE WEATHER PATTERNS MAY OCCUR.

Completion date.

Section 5. Budget

FY99 budget by line item

Item	Note	FY99
Personnel		65,280
Fringe benefits		17,625
Supplies, materials, non-expendable property		3,000
Operations & maintenance		
Capital acquisitions or improvements (e.g. land, buildings, major equip.)		
PIT tags	# of tags:	
Travel		2,500
Indirect costs		25,814
Subcontracts		324,000
Other	Vehicle Costs	3,240
TOTAL		441,459

Outyear costs

Outyear costs	FY2000	FY01	FY02	FY03
Total budget	250,000	100,000	75,000	75,000
O&M as % of total	35	50	90	90

Section 6. Abstract

Big Canyon Creek has historically supported A-run Steelhead and resident trout populations but because of commercial, agricultural, natural events and

transportation activities it has become a low functioning stream. Peck road runs parallels to its channel causing the stream to be channelized for more than 4 miles. Stream reaches that are not channelized were heavily damaged in the 1996 flood event, which caused riparian vegetation to up-root, gravel's were deposited, stream banks eroded and stream was forced out of its original stream channel. Following the flood, dozers and backhoes were allowed to enter the stream channel without restriction or regard for fisheries habitat protection. The flood in combination with stream excavation, intended to abate future flood impacts, have compounded the damage done to fisheries habitat.

Section 7. Project description

a. Technical and/or scientific background.

Protecting and restoring the Big Canyon Creek Watershed so it can return to its original state, producing a healthy environment for fish and wildlife, using an overall watershed approach(as outlined in the NPPC Fish and Wildlife Program and the Anadromous Fish Restoration Plan of the Tribes), and protecting Nez Perce Tribal treaty rights and culture are the main goals of this project.

The objective, which has a diverse group of tasks associated with it strives toward meeting all of the goals and objectives found in the Wy-Kan-Ush-Mi Wa-Kish-Wit (CRITFC,1995), as stated below with explanation of how our projects fits into each of them:

ANADROMOUS FISH RESTORATION PLAN OF THE TRIBES GOALS

*Restoring anadromous fishes to the rivers and streams that support the historical culture and economic practices of the tribes.
*Emphasize strategies that reply on natural production and healthy river systems to achieve this goal.
*Protect tribal sovereignty and treaty rights.
*Reclaim the andromous fish resources and the environment on witch it depends for future generations.

Putting fish back into rivers and streams systems alone is not enough to restore their population, they need a healthy system to return, spawn, and rear in. Our proposal Objective will mitigate (in place, in kind) problems stated above by decreasing sediment into rivers and streams (restoring and increasing spawning areas), produce riparian and stream bank vegetation (decreasing stream temperatures, increasing rearing habitat, producing cover for fish and wildlife, and stabilizing stream banks), and keep cattle out of critical riparian and stream areas (allowing the stream and riparian areas to grow and heal with time).

The project proposal also protects the goal of the tribe sovereignty and treaty rights. In the Treaty of 1855, the Nez Perce Tribe ceded the majority of their aboriginal territory to the United States in exchange for a reservation that was to serve as a permanent homeland. In that treaty, the Nez Perce Tribe reserved certain rights including, "the exclusive right of taking fish in all the streams where running through or

bordering said reservation is further secured to said Indian (Nez Perce Treaty of 1855)."According to this, the federal government's has the trust agreement to protect all tribal resources, therefore fulfilling the government's responsibilities. The project will also allow the tribe to manage our own tribal resources, which will in turn protect our sovereignty and treaty rights. This is called for in the National Indian Forest Resources management act (PL 101-630), which provides for the management of forested tribal trust lands USDA,1997).

ANADROMOUS FISH RESTORATION PLAN OF THE TRIBES OBJECTIVES

*Within 7 years, halt the declining trends in salmon, sturgeon, and lamprey population originating upstream of Bonneville Dam.
*within 25 years, increase the total adult salmon returns of stocking originating above Bonneville Dam to 4 million annually and in a manner that sustains natural production to support tribal commercial as well as ceremonial and substance harvest.
*Within 25 years, increase sturgeon and lamprey population to naturally sustainable levels that support tribal harvest abundance in perpetuity.

Ira Jones (program coordinator) has coordinate all activities within the Big Canyon Creek Watershed for the 1997 season and will co-coordinate the 1998 season with Janet Hohle of the Idaho Soils Conservation Commission for the Nez Perce Tribal/Watershed Program.

Proposal objectives.

OBJECTIVE: Stabilize streams Banks, Produce Fish and Wildlife Cover, and Improve Water Temperatures within the Big Canyon Creek Watershed.

Product: Fence line protecting crucial riparian and stream area. Identified area of stream where meander blow-outs may occur stabilized. Re-vegetation of stream riparian and bank area to stabilize banks, produce cover for fish and wildlife, improve stream temperatures to between 50-57 F (NMFS, 1997), (CIRTFC,1995). We are also going to place barbs and rock structures in the stream to improve fish cover, increase water levels, decrease high flow velocities, as well as stabilizing banks**.**

c. Rationale and significance to Regional Programs.

Protecting and restoring the Big Canyon Creek Watershed is called for in the objectives and goals of the anadromous Fish Restoration Plan of the Nez Perce, Umatilla, Warm Springs, and Yakama Tribes (Volume 1) as stated above in Section 7, Part (a) of this proposal. Our project objective proposes to serve as an overall watershed plan to restore and protect the Big Canyon Creek Watershed, therefor, increasing anadromous and resident fish and wildlife habitat, assisting in enlarging their populations, and in turn, protecting Nez Perce Tribal treaty rights and culture. With the riparian re-vegetation and in-stream structures, we will improve habitat for the historically present populations of A-steelhead and resident fish. This is directly related to the Fish Restoration Plan of the

Tribes (CRITFIC, 1995) by reclaiming the environment for fish to thrive in. Riparian restoration helps many species of fish & wildlife while also helping to stabilize aquatic environments (Connin, 1991). The restored riparian corridors will create a vegetative column along the creek which serve as transportation routes for wildlife such as birds, bats, deer, and elk (Stevens et al, 1977). With the re-vegetation of the creek we will also improve its aquatic characteristics. The addition of a shade component will decrease water temperatures, increase streamflow, increase water depth, reduce sedimentation, stabilize the stream banks, elevate water-tables, and increase cover for fish (Connin, 1991). These benefits help to protect the treaty rights guaranteed by the treaty of 1855 with the Nez Perce Tribe of Idaho (Treaty 1855).

All of the work proposed will be done in conjunction with the Idaho Department of Transportation, Nez Perce County, as well as various departments within the Nez Perce Tribe.

This proposed project will directly help fisheries projects already funded by BPA. BPA has allotted $1,500,000 to the Nez Perce Fisheries Program for the 1998 year to be used towards the Nez Perce Tribal Hatchery (NPTH). The NPTH will incubate and early rear fish in their facility and then release them into the natural environment to continue their freshwater rearing in Big Canyon Creek. In order for the production program to achieve success, habitat conditions in the stream need to be as beneficial as possible. The objective of this proposal will work to benefit fish and wildlife habitat for Nez Perce Tribal Hatchery projects.

d. Project history

This proposal is part of the ongoing Clearwater Focus Watershed Program, co-coordinated between Idaho State and the Nez Perce Tribe Fisheries Department. It proposes actions newly identified from the Clearwater Focus Watershed Program and is part of the beginning of activities on private lands that comprise approximately 34% of lands within the Clearwater River sub-basin.

e. Methods.

<u>METHODOLOGY - OBJECTIVE 1</u>

This project is going to be carried out with the assistance of multiple groups including; the Nez Perce Tribe and Idaho Department of Transportation. The tasks within the stream bank stabilization include riparian re-vegetation and in-stream structure development.

SCOPE:

- **Re-vegetate riparian areas that have been damaged or lost.**
- **Re-vegetate in-stream structure key areas.**
- **Build in-stream structures (barbs and rock drop structures).**

METHOD:

- **Purchase native riparian species to be replanted.**

- Plant both shrub and tree species throughout the riparian corridor.
- Buy materials needed for the rock structures and barbs.
- Use project design to place structures where they will be most beneficial to anadromous and resident fish.

The methods with which the projects will be carried out are as follows. The riparian re-vegetation will be accomplished using, but not limited to, native species of willow, hawthorne, alders, and cottonwoods. The willow, hawthorne, alders species will be placed at 4 foot intervals in a staggered pattern, while the cottonwoods will be placed approximately 15-20 feet from the stream bank and 10 feet apart. This spacing will allow for a diverse stream buffer contributing to the health of the riparian corridor and support a diverse community of fish and wildlife.

Within the re-vegetation of the project there are expected losses of seedlings & clippings due to browsing by domestic and wild animals in the area. These losses will be monitored throughout the field season and decisions will be made about any problems arising from these losses. We will evaluate the effectiveness of the re-vegetation by measuring the growth of the trees and shrubs during their growing season.

f. Facilities and equipment.

ROAD OBLITERATION
***EQUIPMENT:** Hoe-dads
Number:
IS OWNED OR TO BE PURCHASED OR RENTED: Purchased
USED: Hoe daddies will be used for re-vegetation of trees.
***EQUIPMENT :GSA Vehicles**
Number: 2
IS OWNED OR TO BE PURCHASED OR RENTED :Owned
Used: The GSA Vehicles will be used to transport employees, equipment, materials, and ATV.
***EQUIPMENT: ATV.**
NUMBER: 1
IS OWNED OR TO BE PURCHASED OR RENTED :Owned
Used: The ATV will be used to transport equipment and materials to the work site.
***EQUIPMENT : Office Computer**
Number:1
IS OWNED OR TO BE PRUCHASED OR RENTED : Owned
Used: The computer will be used to analyze and write the report on the success of road obliteration over time.
***EQUIPMENT : Tree Planting Bar**
Number:
IS OWNED OR TO BE PRUCHASED OR RENTED : Owned
Used: The Bars will be used to plant all riparian vegetation.

*EQUIPMENT :Tree feeding auger
Number :
IS OWNED OR TO BE PURCHASED OR RENTED: Purchased
Used: these will be used to place trees that need to placed deeper than one foot.

g. References.

REFERENCES

Clearwater national Forest and the Nez Perce Tribe, 1997. Challenge Cost-Share Agreement between the Clearwater National Forest and the Nez Perce Tribe. Lapwai, Idaho.

Connin, Steve. 1991. Characteristics of Successful Riparian Restoration Projects in the Pacific Northwest. U.S. Environmental Protection Agency, Region 10.

CRITFIC, 1995. WY-KAN-USH-MI-WA-KISH-WIT, Spirit of the Salmon, The Columbia River Anadromous Fish Restoration Plan of the Nez Perce, Umatilla, Warm Springs, and Yakama Tribes. Volume 1. Portland, Oregon.

EPA, 1993. Monitoring Protocols to Evaluate Water Quality Effects of Grazing Management on Western Rangeland Streams.

Fuller, R., Kucera, P., and Johnson, Dr. (1995). A biologist and physical inventory of streams within the Nez Perce Reservation. Nez Perce Tribe and Idaho Department of Fish and Game. (1990). Clearwater River Subbasin: salmon and steelhead production plan.

Nez Perce Treaty of 1855, 1855. Nez Perce Treaty of 1855 with the United States Federal Government.

Rhodes, Jonathan J. 1997. Field Review of Impacts Associated with Actions Taken to Stabilize Banks and Rebuild Rail Line Along Lapwai Creek, Upstream of Lapwai, Idaho. Portland, Oregon.

Stevens, L.E., et. Al. 1977. Importance, Preservation and Management of Riparian Habitat: A Symposium. Rocky Mt. For. And Range Exp. Stn. Fort Collins, Colorado.

USDA, 1997. Forest Service National Resource Book on American Indian and Alaska Native Relations. FSM1563.

Section 8. Relationships to other projects

This project will directly help fisheries project already funded by BPA.BPA has allotted $1,500,00 to the Nez Perce Tribal Hatchery (NPTH).The NPTH will incubate and early rear fish in their facility and than release then into the natural environment to continue their freshwater rearing one of which is Big Canyon Creek. In order for their

program to achieve success, habitat conditions in the stream need to offer as beneficial conditions as possible. The objectives of this proposal will work to benefit fish and wildlife habitat for the Nez Perce tribal Hatchery projects.

The Clearwater Focus Watershed Program is co-coordinated by Ira Jones of the Nez Perce Tribal Fisheries/Watershed Management Program and Janet Hohle of the Idaho Soil Conservation Commision. They will work directly with the project by coordinating multiple jurdistions, multiple agencies, and private landowners of this projects area, in efforts to protect, restore, and enhance anadromous fisheries habitat within the Big Canyon Creek Watershed the two co-coordinators are funded by BPA.

Section 9. Key personnel

Name: **Greg D.Bybee**
Title: **Technical Advisor**
FTE: **1.0**
Duties on Project: **Dams construction inspector; assist in the design, surveying and inspection of dams on proposed reservoir sites. Assist in quantity estimations and cost analysis of dams and trout ponds construction. Installation of transect channel monitoring and water quality monitoring sites and data collection, and their interpretation and analysis.**
Qualifications: **Greg D. Bybee is a certified Operating Engineer through Local 370, Journeyman status. He has worked for several professional firms including but not limited to, Rust Engineering, R&W Engineering, Steelman Duff Inc., CH2M Hill Engineering, Idaho Transportation Department; Survey Party Dist.2, Colville Tribal Service Corporation, and self-employed as a certified General Contractor in the states of Washington, Oregon and Idaho, Nez Perce Tribe.**
Degree: **Certified Operating Engineer- Local 370 United States Operating Engineers**
Certification Status: **Technical Advisor**
Current Employer: **Nez Perce Tribe/Department of Fisheries Resource Management**
Current Responsibilities: **Assist in the surveying, inspection and quantity estimations of proposed reservoir construction site development. Water quality data collection, interpretation and analysis. Scoping recommendations on 401, 404 and 305(b) proposed projects and implementation. Surveying of transects, to be utilized for channel monitoring data collection, interpretation and analysis.**
Previous Employment:

1996-Present: Nez Perce Tribe Water Resources, Nez Perce Tribe Fisheries/Watershed Management Program
1996-1991: Nez Perce Development, General Contracting, Owner
1991-1987: Steelman-Duff Inc., General Contractor, Superintendent
1987-1984: Rust Engineering, Operating Engineer
1984-1981: RW Engineering, Inspection, Survey Party
1981-1980: Idaho Transportation Department, Survey Party, Inspection and Job Staking

Expertise: **Greg D. Bybee has an extensive background in civil engineering and construction. Mr. Bybee's analysis, design and construction capabilities will concentrate on stream morphology, stream rehabilitation, water quality, in-stream structures, channel monitoring, inspection and quality control.**

Publication or Job Completion's:
1)Wildhorse hotel site development and storm & sanitary system design; 2) Lawyers canyon bridge survey; 3)Lapwai Creek lower basin study & stream survey; 4)Lapwai High School track & field sit survey and staking; 5) Nez Perce Tribe commodity foods warehouse survey & staking; 6)Cold Springs reservoir site survey and staking; 7)Survey & staking channel monitoring and water quality monitoring sites; 8)Sweetwater springs fish hatchery construction; 9)Seneca Food Corp. Treatment Facility site development; and 10)Analysis & Design bedrock creek stream rehabilitation project.

NAME: Emmit E. Taylor Jr.
TITLE: Civil Engineer-In-Training
FTE: 1.0
DUTIES ON PROJECT: Road obliteration field inspector; Assist in analyzing, designing, and construction of bank stabilization structures. Co-coodinator for all Lolo Creek Drainage Projects.
QUALIFICATIONS: Emmit E. Taylor Jr. has a B.S. degree in Civil Engineering from Colorado State University. He has worked in several professional firms including, but not limited to, Colorado State University Transportation Program, Womer & Associates Engineering and Architecture Firm, and the Nez Perce Tribe.
DEGREE: Bachelors of Science in Civil Engineering - Colorado State University
CERTIFICATION STATUS: Civil Engineer-In-Training
CURRENT EMPLOYER: Nez Perce Tribal Fisheries/Watershed Management Program
CURRENT RESPONSIBILITIES: Assist in gathering, analyzing, and interpreting watershed data; represent program in various interdisciplinary teams; assist in surveying project areas; aid in assessing water resources/quality; knowledge of current computer software programs; design of civil engineering projects; supervise and field inspection of road obliteration; co-coordinate program projects.
PREVIOUS EMPLOYMENT:
EXPERTISE: Emmit E. Taylor Jr.'s background is in Civil Engineering with an emphasis in hydrology. Mr. Taylor's analysis, design, and construction work concentrates on stream rehabilitation, stream morphology, water quality, road obliteration, in-stream structures, and fish passage improvements.
PUBLICATION OR JOB COMPLETIONS: (1) Eldorado Fall Area Survey, (2) McComas Meadows Meadow Protection Project, (3) Squaw Creek Stream Survey and Analysis, (4) Colville Confederated Tribes HRD Building Site Development Design, and (5) Geiger Boulevard Environmental Analysis.

NAME: Felix M. McGowan
TITLE: Habitat Biologist
FTE/HOURS: 1.0
DUTIES OF PROJECT: Co-coordinator for all projects, riparian revegatation supervisor, fence placement coordinator and liaison between Forest Service and Tribal work crews.

QUALIFICATIONS: **Felix M. McGowan has a degree in Biology from Gonzaga University. He has worked for the Nez Perce Tribe for one year. Prior to coming to this job he worked in a college setting at North Idaho College.**
DEGREE: Bachelors of Arts in Biology, Gonzaga University
CURRENT RESPONSIBILITIES: Determine budget and staffing needs, prepare project work plans and coordination of projects, work with interdisciplinary teams, help to develop land management plans, coordinate fish, wildlife and cultural habitat requirements, investigate potential projects, and help inventory and evaluate habitat conditions.
PREVIOUS EMPLOYMENT:
1988-1994 McGowan Farms
1994-1997 North Idaho College
1997-present Nez Perce Tribe
EXPERTISE: Felix has a good base in the natural sciences. His work focuses on protection and restoration of riparian and cultural sites. These two areas require a knowledge of a variety of habitat types and how the different habitats interrelate with one another.
PUBLICATIONS OR JOBS COMPLETED: 1)Squaw Creek Road Obliteration, 2) Squaw Creek Stream Survey, 3)McComas Meadows Fencing Project, 4) Musselshell Meadows Fencing Project, 5)Johnson Creek/Cox Ranch Rehabilitation Review.

Ira Jones, Clearwater Subbasin Focus Coordinator (1 FTE)
Habitat/Watershed Manager, Nez Perce Tribe

Education

INSTITUTION	LOCATION	ATTENDANCE	MAJOR	DEGREES
University of Montana	Missoula, MT	Sept. 73 - June 74	Wildlife	N/A

Certificates N/A

Professional Organizations N/A

Employment History

March 3, 1997 to present, Clearwater Subbasin Focus Program Coordinator for the Nez Perce Tribe, Lapwai, Idaho. Duties: Analyze programs, laws, policies related to watershed management. Facilitate development of criteria to identify critical fisheries habitat. Develop system to apply criteria to watershed for project development and administration. Prepare plan documents for watershed habitat work coordination. Give educational presentations and workshops for watershed management and proposal development. Provide assistance to project proponents with proposal development, implementation, monitoring, and assessment.

May of 1996 to present, Habitat/Watershed Manager of the Nez Perce Tribe. Responsible for planning and implementation of the Early Action Watershed Projects for the Nez Perce Tribe.

6/25/1986 - 3/1/97, Tribal Government Program Manager, United States Forest Service, Region One.

12/14/80 - 6/25/86, Facilities Manager, United States Forest Service, Region One.

7/74 - 10/79, Fire Cache Work Leader, USDA Forest Service, Region One.

Relevant Job Completion's: 1) Coordinated National, Multi-Regional, and Regional Civil Rights conferences. 2) Facilitated Treaty Rights workshops with host tribes and multi-government agencies. 3) Organized and conducted Tribal Relations Training primarily for management level from the U.S. Forest Service, Tribes, Bureau of Land Management, and the Bureau of Indian Affairs. 4) Introduced, implemented, and managed the Inter-Tribal Youth Practicums for careers in natural resources and leadership within the U.S. Forest Service Regions 1, 5, 9, and 10. 5) Developed an Intergovernmental Personnel Act (IPA) position to work with the Salish Kootnai college to teach environmental science courses and develop a four-year natural science curriculum at the college. This three-year position and the program developed into a four-year accredited degree program in the fall of 1996.

Section 10. Information/technology transfer